APPENDIX A

1.   A method of <u>identifying a candidate for a position of</u> employment [recruiting], said
     method comprising the steps of:

    (a)   creating a position advertisement <u>including a datum particularizing said
     position of employment</u>;

    (b)   storing said position advertisement in a computer searchable <u>position</u>
     database;

    (c)   <u>associating a</u> [storing at least one search parameter including at least
     one] keyword [associated] with said position advertisement[in a computer
     searchable database];

    <u>(d)</u>   <u>associating a search periodicity with said position advertisement;</u>

    <u>(e)</u> [(d)] <u>upon expiration of a period substantially equal to said search periodicity</u>
     [in response to a search parameter associated with said position
     advertisement], searching at least one computer searchable <u>candidate</u>
     database for a candidate resume including said keyword;

    <u>(f)</u> [(e)] scoring [said] <u>a</u> candidate resume <u>identified by said search</u> as a function
     of said keyword; and

    <u>(g)</u> [(f)] presenting <u>an identity of a candidate associated with</u> said candidate
     resume <u>identified by said search</u> to a computer user <u>on a basis</u> [as a
     function] of said score.

2.   The method of claim 1 wherein the [steps] <u>step</u> of scoring a candidate resume <u>identified
     by said search</u> as a function of a keyword [and presenting said candidate resume to a
     computer user as a function of said score] comprises the steps of:

    (a)   identifying a number of occurrences of said keyword in said candidate
     resume <u>identified by said search</u>; and

    (b)   <u>comparing said number of occurrences to</u> [presenting said candidate
     resume to said computer user if said number of said occurrences of said
     keyword in said candidate resume at least equals] a threshold number of
     [said] occurrences.

3.   The method of claim 1 further comprising the steps of:

      (a)   assigning a significance to [said] a keyword; and

      (b)   influencing said scoring of said candidate resume as a function of said significance of said keyword.

4.   The method of claim 1 further comprising the steps of:

      (a)   associating [storing] at least one candidate screening question [associated] with said position advertisement [in a computer searchable database];

      (b)   upon identification of a candidate resume by said search, automatically requesting a response to said candidate screening question from a candidate associated with said candidate resume identified by said search; and

      (c)   scoring a [said] response by said candidate to said candidate screening question.

6.   The method of claim 1 [wherein the step of searching at least one computer searchable database in response to a search parameter associated with said position advertisement comprises] further comprising the steps of:

      (a)   [reading a first search parameter associated with said position advertisement specifying a periodicity of said search;

      (b)   reading a second search parameter associated with said position advertisement specifying] associating an identity of a computer searchable candidate database [to be searched] with said position advertisement; and

      (c)   [in response to said first search parameter initiating a search by a computer of said computer database identified by said second search parameter] (b) upon expiration of a period substantially equal to said search periodicity, searching said candidate database associated with said position advertisement.

7.   The method of claim 1 wherein the step of searching at least one computer <u>searchable candidate</u> database [in response to a search parameter associated with said position advertisement] comprises the steps of:

(a)   <u>storing an identity of a searchable, computer network accessible, candidate database</u> [reading a first search parameter associated with said position advertisement specifying a periodicity of said search];

(b)   <u>upon expiration of a period substantially equaling said search periodicity;</u> [reading a second search parameter associated with said position advertisement specifying a computer network accessible database to be searched;

(c)   in response to said first search parameter] accessing said computer network accessible candidate database with a computer;

<u>(c)</u>[(d)] analyzing a text of a candidate resume stored in said computer network accessible <u>candidate</u> database;

<u>(d)</u> [(e)]scoring an occurrence of <u>said</u> [a] keyword in said text of said candidate resume; and

<u>(e)</u> [(f)] as a function of said scoring, copying said candidate resume to [a] <u>another</u> candidate database.[,]

11.   A method of employment recruiting comprising the steps of:

(a)   creating a position advertisement<u>, including a datum particularizing a position of employment</u>;

(b)   associating <u>a keyword</u> with said position advertisement [at least one search parameter including at least one keyword];

(c)   storing said position advertisement <u>and said keyword</u> in a computer searchable database;

(d)   <u>associating</u> [storing said at least one] <u>a</u> search <u>periodicity</u> parameter in a computer searchable database;

(e)   in response to <u>expiration of a period substantially equal to said</u> [a] search <u>periodicity</u> parameter, initiating a computer search of at least one computer searchable <u>candidate</u> database for a candidate resume including said keyword;

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(f)   scoring [said] a candidate resume identified by said search as a function of said included keyword;

(g)   including an identification of a candidate associated with said candidate resume in a [search] result reportable [to be presented] to a computer user if said keyword [resume] score of said candidate resume at least equals a threshold keyword [resume] score;

(h)   in response to a determination that said keyword [resume] score at least equals said threshold keyword score, automatically contacting said candidate and requesting a response to at least one screening question associated with said position advertisement;

(i)   scoring a response of said candidate to said screening question; and

(j)   reporting said screening question response score in a search result presented to said computer user.

12. The method of claim 11 further comprising the steps of:

(a)   requesting said candidate approve contact with an employment reference;

(b)   upon receipt of said approval, automatically requesting a response of said employment reference to at least one reference query; and

(c)   reporting said response to said reference query in a search result presented to said computer user.

13. The method of claim 11 further comprising the steps of:

(a)   assigning a significance to said keyword; and

(b)   influencing said keyword [candidate resume] score of said candidate resume as a function of said significance of said keyword.

14. The method of claim 11 further comprising the step of automatically repeating said search in response to expiration of a period substantially equal to said [a search periodicity specified in a] search periodicity parameter associated with said position advertisement.

15. An employment recruiting system comprising:

    (a)   a searchable first data structure storing data associated with an employment position, said data including [at least one search parameter including] a keyword;

    (b)   a searchable second data structure storing data related to a candidate for employment including a candidate resume; and

    (c)   a data processing device to search said second data structure for a candidate resume including said keyword, said search proceeding automatically in response to expiration of a search periodicity [a search parameter] associated with said employment position.

16. The system of claim 15 further comprising:

    (a)   a searchable third data structure, accessible from a computer network, said third data structure [for] storing at least one candidate resume; and

    (b)   a network interface enabling said data processing device to search said third data structure for a candidate resume including said keyword.

19. The system of claim 15 wherein said data processing device comprises:

    (a)   a position advertisement template user interface including at least one candidate qualification entry to be associated with said employment position; and

    (b)   a screening question template user interface comprising at least one candidate screening query to be associated with said employment position [advertisement].

20. The system of claim 18 wherein said resume scoring instruction further comprises a screening query scoring instruction to score a response to [said] a candidate screening query as a function of a significance weight associated with said candidate screening query.